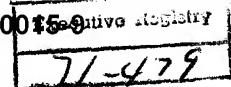


NINETY-FIRST CONGRESS



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## U.S. House of Representatives

SUBCOMMITTEE ON POSITION CLASSIFICATION

OF THE

COMMITTEE ON POST OFFICE AND CIVIL SERVICE

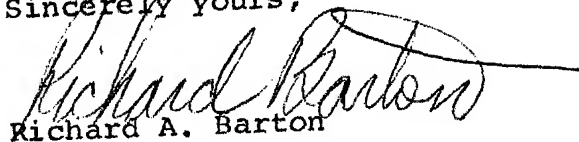
Washington, D.C. 20515

January 21, 1971

Enclosed is the ninth report from the Job Evaluation and Pay Review Task Force of the Civil Service Commission established pursuant to Public Law 91-216.

If you have any comments or questions as to the course of action which the Commission has taken, please contact me at the above address, or call me at 225-6295 (Government Code 180).

Sincerely yours,

  
Richard A. Barton

Enclosure

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UNITED STATES CIVIL SERVICE COMMISSION

Washington, D. C. 20415

January 15, 1971

Honorable Thaddeus J. Dulski  
Chairman, Committee on  
Post Office and Civil Service  
U. S. House of Representatives  
Washington, D. C. 20515

Dear Mr. Chairman:

In accordance with Section 304(c) of Public Law 91-216, the following summarizes the activities of the Job Evaluation and Pay Review Task Force for the period ending January 15, 1971.

I. Advisory Committee Meetings

- A. On December 18 a meeting was held with the Independent Unions and Associations Advisory Committee. Primary topics of conversation were those dealing with the treatment of professionals in the Federal Service and the question of salary comparability as related to the pay of professionals. Discussion was also held concerning the dual ladder concept of permitting professionals to rise as high as managers in the evaluation system, while retaining non-managerial, but professional, assignments.
- B. On January 7, a meeting was held with AFL-CIO Advisory Committee. Considerable discussion at this meeting was had on the comparability or validity of the evaluation systems used among various agencies when contrasted to the Civil Service Commission standards system. It was determined, as a result of this discussion, that the Task Force would make available to the Advisory Committees a summary of its findings in this area. The AFL-CIO also submitted a position paper which is herein incorporated as part of this monthly report, at their request.

II. Principal Tasks Completed or Commenced

- A. During the past month, the in-depth analysis of the teaching profession in the Federal government and its relationship to the teaching profession in the private sector was completed. This report is now undergoing intensive review and consideration by the Task Force prior to making it available to the Advisory Committees for their consideration and comment.

-2-

- B. The extensive study of attorney positions in the Federal government has been completed. This study is also being reviewed by the Task Force and concurrent with its review by the Advisory Committees there will be a review, it is hoped, by the leading agencies employing attorneys within the Federal government.
- C. A study of the 100,000 employees in the health services field, which was completed early last month, will be reviewed by a special Health Services Advisory Committee, made up of members of the medical, dental, and nursing professions. The Task Force hopes to solicit from these professionals their reactions to the findings and conclusions resulting from the study. After the Task Force has received and considered the comments of this professional advisory committee, the report will be circulated to the other Advisory Committees for their review and comment.

Sincerely yours,

/s/

Robert E. Hampton  
Chairman

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January 7, 1971

POLICY POSITION OF THE AFL-CIO ADVISORY COMMITTEE

The purpose of the following is to outline in part the position of the AFL-CIO Advisory Committee regarding some of the major issues raised in the Task Force Discussion papers over the past seven months.

1. COLLECTIVE BARGAINING

The AFL-CIO Advisory Committee unanimously advocates collective bargaining between representatives of the Federal government and unions representing Federal employees as the most desirable means for resolving issues of wages, hours and conditions of work of represented workers. The Committee wishes to express the firm belief that, to bargain meaningfully and successfully from both a management and union point of view, salary determination and classification issues must be resolved by means of meetings of union leaders with top management representatives of the Federal government. Where salary classification issues equally affect Federal workers represented by AFL-CIO unions, the interested unions should negotiate as a group with top representatives of the Federal government; where workers represented by individual unions have a special concern or interest, collective bargaining should be on a single union to Federal government basis, and again with management representatives with the authority to make binding commitments. The AFL-CIO Advisory Committee recommends that the Task Force report to be submitted to Congress recognize the rights and responsibilities Unions have in representing Federal workers relative to rates of pay, salary increments, re-classifications and handling of day-to-day complaints on the local level.

2. JOB EVALUATION

The AFL-CIO Advisory Committee, representing workers in the Federal service, is convinced that in far too many cases job evaluation systems turn out to be creatures of management developed to achieve management wage and salary objectives and to freeze unions out of the salary determination and classification process. Job classification plans have in most instances not proved to bring objectivity into salary structures but have merely substituted the judgment of one management group for that of another. In all too many applications of job evaluation, the union's role as a representative of Federal employees is not recognized as a legitimate part of the job classification process.

While the Advisory Committee has substantial reservations about the use of job evaluation in the Federal Service, its members unions have found that existing job classification systems appear to work more acceptably when unions representing Federal workers are recognized for purposes of representing their interests in developing, implementing and administering existing classification systems and pay lines. Accordingly, the Committee suggests the following;

-2-

- A. AFL-CIO Unions are entitled to full participation in development of the job classification system on the basis of recognitions granted by the Federal government. The classification plan agreed upon should in general be similar to that presently in effect under the Classification Act of 1949, as amended, except for full union participation in keeping with the changing nature of governmental labor relations as they have developed over the past twenty years. The Advisory Committee is of the opinion that certain groups of employees should be excluded from coverage under the classification plan and salary rates be adjusted on the basis of negotiations with involved AFL-CIO unions and their interested members. These negotiations should be between the unions and the President's agent and not at the agency level.
- B. Where classification standards are applied on a multi-agency basis, appropriate AFL-CIO unions should have the right to genuine participation in development of these standards. Unions with exclusive recognition for an entire agency should be entitled to negotiate the content of single-agency classification standards. Unions should have the right to review job analyses, job descriptions and classification decisions.
- C. Unions should have the right to handle job classification complaints on behalf of workers within their jurisdictions, in an orderly grievance procedure up to and including final and binding arbitration before a jointly selected impartial third party.
- D. A permanent standing committee of interested AFL-CIO unions representing employees in the Federal service and an agent of the Federal government functioning above the agency level should periodically meet and review the classification plan.

3. EQUAL PAY FOR EQUAL WORK

The AFL-CIO Advisory Committee recognizes the principle of equal pay for equal work a national policy which cannot be changed by the Task Force on Job Evaluation and Pay Review. Federal employees should be paid on the basis of the duties and functions they perform, and not on the basis of their standing as individuals or as members of an occupational "elite." The Advisory Committee is opposed to a narrow interpretation of the equal pay for equal work policy as applicable only to similar or identical occupations. This policy also intended a broader comparison of jobs in different occupational lines. Fragmenting the Classified Federal Service into occupational groupings with separate job evaluation and pay plans will tend to perpetuate and formalize existing inequities. Exclusion or segregation of professional workers or any other occupational grouping on the basis of elitist personal qualifications weakens application of the equal pay for equal work policy.

-3-

The AFL-CIO Committee continues to reject any proposal to create separate "super-grades" or "super-occupations" placed outside an overall Classified Federal Service classification system and salary structure.

#### 4. JOB DILUTION

The AFO-CIO Advisory Committee is categorically opposed to job fragmentation for any purpose and will wholeheartedly resist attempts by the Task Force and the Civil Service Commission to recommend splitting of existing classifications into less skilled, lower-rated jobs. The Committee recognizes the need to increase employment opportunities for all groups of employees. However, to increase the number of unskilled or menial jobs in the guise of employment opportunity merely perpetuates some sins of the past and reduces the opportunity of all Federal employees seeking careers in government service.

The Committee recommends that the Civil Service Commission develop a training program for the purpose of upgrading the occupational skill and ability of Federal workers, and requests the Commission to disavow the proposed policy of job dilution, skill reduction and resulting pay cuts emanating from adoption of such a policy. People should be trained to fill high level jobs as they presently exist rather than reduce the skill and responsibility levels and pay of jobs.

#### 5. MERIT RATING

The AFL-CIO Advisory Committee is opposed to the policy of merit or performance rating for purposes of determining eligibility for salary or step increment adjustments. This would have the effect of denying pay adjustments to dedicated Federal employees who would otherwise receive time-based increments to the top of their appropriate pay range. Federal workers who have demonstrated the ability to perform their duties and meet their responsibilities should be eligible for semi-annual salary step adjustments. The idea that only persons, who in the eyes of their supervisors, demonstrate "superior" or "outstanding" performance should be entitled to top step increases is totally objectionable. In terms of workability, the present Federal performance rating system contains numerous well-documented defects, not the least of which is the lack of validity of the relationship between a supervisory rating and actual job performance by a Federal employee.

The AFL-CIO Committee suggests that what is needed in the Classified Federal Service is a salary plan which provides periodic pay increases to workers in government, and rejects a proposal which would deny salary increments to countless deserving persons.

The AFL-CIO Advisory Committee requests the Task Force to distribute this policy statement to the other advisory committees, to the staff of the ~~Approved For Release 2002/01/10 : CIA-RDP73B00296R000100150015-9~~ Commission, and the members of the House Subcommittee on Classification.

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TO	NAME AND ADDRESS	DATE	INITIALS
1	Mr. John Maury		
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APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

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